

workandfamily audit

The workandfamily audit of the German Hertie-Foundation was established in 1999. It is a strategic management instrument to help reconcile corporate interests and employees concerns and to enable the achievement of a family conscious employment policy.

To date more than 600 employers have been certified with regards to family conscious measures in their HR policy. It is implemented within the company and aims at a sustainable development of the work-family issues within the HR policy of the company. Trained auditors accompany the audit, ascertaining the status quo of current measures with the company and making suggestions for the development of company-specific employment policy strategies. The analysis is founded on solid data mining as well as scientific research through the Research Centre of Family Conscious HR Policy at the University of Muenster, Germany. For the development of an agenda for the next three years, the instrument involves external knowledge of the auditors as well as that of the employees and management staff of the company. The result of the process is a target agreement which is signed by the company's top-management. Thereby a process is initiated to firmly establish and live corporate family consciousness on a long-term basis with the company.

Through frequent meetings and networking the companies learn from each other and benefit from the services provided by berufundfamilie Ltd. Additional services provided by the berufundfamilie gGmbH in Frankfurt include seminars and events as well as numerous publications in relation to the reconciliation of work and family life.

The audit instrument has been adapted to national conditions in Austria, Italy, Slovenia, Hungary and Luxemburg.